



Express Mail Label EV335524837US

Attorney Docket No.: 166538003US

INVENTORSHIP DECLARATION BY JOINT INVENTORS

I HEREBY DECLARE THAT:

My residence, mailing address, and citizenship are stated next to my name in PART A hereof.

I believe I am the original, first, and joint inventor of the subject matter which is claimed and for which a patent is sought on the invention entitled

CAREER DEVELOPMENT FRAMEWORK

the specification of which:

- is attached hereto.
- was filed on August 1, 2003, as Application Serial No. 10/632,684 and was amended on _____ (if applicable).

I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above.

I acknowledge the duty to disclose information which is material to the examination of this application in accordance with 37 CFR §1.56, including, for continuation-in-part applications, material information which became available between the filing date of the prior application and the national or PCT international filing date of the continuation-in-part application.

I hereby claim priority benefits under 35 USC §119(a)-(d) or (f), §172, or §365(a)-(b) of any foreign or international application(s) for patent or inventor's certificate listed in PART B hereof and have also identified in PART B hereof any such foreign or international application having a filing date before that of the application of which priority is claimed.

I hereby declare that all statements made herein of my knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon. I understand that the execution of this document does not in itself establish an attorney-client relationship between the undersigned and Perkins Coie, LLP, or any of its attorneys.

INVENTORSHIP DECLARATION BY JOINT INVENTORS**PART A: INVENTOR INFORMATION AND SIGNATURE**Full name of FIRST inventor: Janet W. EllisCitizenship: United States Mailing Address: 803 Hills Creek Drive
McKinney, Texas 75070

Residence (if different): _____

Inventor's Signature:  Date: 20 Oct 03

Full name of SECOND inventor: Starr J. Dehn

Citizenship: United States Mailing Address: 1567 Misty Wood Drive
Roseville, California 95747

Residence (if different): _____

Inventor's Signature:  Date: 10.10.03

INVENTORSHIP DECLARATION BY JOINT INVENTORS

**PART B: CLAIM TO PRIORITY OF FOREIGN APPLICATION(S) UNDER 35 U.S.C. § 119(a-d)
and (f) § 172, or § 365(a)-(b)**

Country	App. No.	Filing Date	Priority Not Claimed
			<input type="checkbox"/>
			<input type="checkbox"/>
			<input type="checkbox"/>



Express Mail Label EV335524837US

Attorney Docket No. 166538003US

DEC 16 2003

PATENT

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

IN RE APPLICATION OF: JANET W. ELLIS ET AL.

APPLICATION No.: 10/632,684

FILED: AUGUST 1, 2003

FOR: CAREER DEVELOPMENT FRAMEWORK

ART UNIT:

CONF. NO:

Power of Attorney by Assignee and Certification
Under 37 C.F.R. § 3.73(b)

Commissioner for Patents
P.O. Box 1450
Alexandria, VA 22313-1450

Sir:

I, the undersigned, acting on behalf of the Assignee of the entire right, title and interest in the above-identified patent application, by virtue of an Assignment filed concurrently herewith, appoint the attorneys and agents listed below to prosecute this application and transact all business with the U.S. Patent and Trademark Office in connection therewith. This appointment is to the exclusion of the inventor(s) and their attorney(s) and agent(s) in accordance with the provisions of 37 C.F.R. § 3.71.

All prior powers of attorney for this application are hereby revoked. The Assignee hereby appoints

STEPHEN E. ARNETT, Registration No. 47,392
RODGER K. CARREYN, Registration No. 50,774
CARLOS CANDELORO, Registration No. 52,691
MAY Y. CHAN, Registration No. 51,053
BRIAN R. COLEMAN, Registration No. 39,145
CHRISTOPHER DALEY-WATSON, Registration No. 34,807
PETER J. DEHLINGER, Registration No. 28,006
DAVID BOGART DORT, Registration No. 50,213
DAVID T. DUTCHER, Registration No. 51,638
LEEANN GORTHEY, Registration No. 37,337
JOSEPH HAMILTON, Registration No. 51,770
PAUL L. HICKMAN, Registration No. 28,516
EDWARD S. HOTCHKISS, Registration No. 33,904
STEVEN KELLEY, Registration No. 43,449
JONATHAN P. KUDLA, Registration No. 47,724
STEVEN D. LAWRENZ, Registration No. 37,376

JACQUELINE F. MAHONEY, Registration No. 48,390
SHAILESH MEHRA, Registration No. 44,934
JUDY M. MOHR, Registration No. 38,563
CHUN M. NG, Registration No. 36,878
KENNETH H. OHRINER, Registration No. 31,646
PAUL T. PARKER, Registration No. 38,264
MAURICE J. PIRIO, Registration No. 33,273
AARON J. POLEDNA, Registration No. 54,675
TIM R. SEELEY, Registration No. 53,575
LAUREN SLIGER, Registration No. 51,086
CARINA M. TAN, Registration No. 45,769
LARRY W. THROWER, Registration No. 47,994
GLENN E. VON TERSCH, Registration No. 41,364
JOHN M. WECHKIN, Registration No. 42,216
JAMES A.D. WHITE, Registration No. 43,985
MICHAEL J. WISE, Registration No. 34,047
ROBERT G. WOOLSTON, Registration No. 37,263
JAMES J. ZHU, Registration No. 52,396
all affiliated with Perkins Coie LLP.

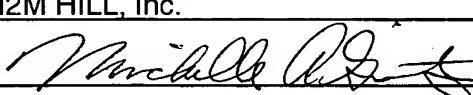
Direct all telephone calls to Maurice J. Pirio at (206) 359-8548. Address all correspondence to:

Customer No. 25096
Perkins Coie LLP
P.O. Box 1247
Seattle, Washington 98111-1247
(206) 359-8000

In accordance with 37 C.F.R. § 3.73(b), I hereby certify that I am empowered to act on behalf of the Assignee. To the best of my knowledge and belief, title is in the Assignee, as evidenced by the Assignment noted above.

I further declare that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Title 18, USC § 1001 and that such willful false statements may jeopardize the validity of this application or any patent resulting therefrom.

ASSIGNEE: CH2M HILL, Inc.

Signature: 

Typed Name: Michelle A. Girts

Title: Vice President

Date: November 21, 2003

Address: 9191 South Jamaica Street, Englewood, CO 80112

ASSIGNMENT

THIS ASSIGNMENT is by Janet W. Ellis and Starr J. Dehn (the "Assignors"), residing at 803 Hills Creek Drive, McKinney, Texas 75070, and 1567 Misty Wood Drive, Roseville, California 95747, respectively. We Assignors have invented one or more certain inventions (the "Invention(s)") described in a United States Patent Application entitled CAREER DEVELOPMENT FRAMEWORK (the "Application") and filed on August 1, 2003, as Application No. 10/632,684.

CH2M HILL, Inc., a corporation of the State of Florida having a place of business at 9191 South Jamaica Street, Englewood, Colorado 80112 ("Assignee"), desires to acquire the entire right, title and interest in and to the Invention(s) and the Application, and in and to any patents (collectively, "Patents") that may be granted for the Invention(s) in the United States or in any foreign countries.

For valuable consideration, the receipt and sufficiency of which we acknowledge, Assignors hereby sell, assign, and transfer to Assignee, its successors, legal representatives and assigns, the entire right, title and interest in and to: the Invention(s), the Application, and any Patents; any divisions, continuations, and continuations-in-part of the Application and any other application claiming priority rights from the Application; any reissues, reexaminations, or extensions of any and all Patents; the right to file foreign applications directly in the name of Assignee; and the right to claim priority rights deriving from the Application (collectively, the "Rights"). Assignors warrant that they are joint owners of the Rights, and that the Rights are unencumbered. Assignors also agree to not sign any writing or do any act conflicting with this assignment, and, without further compensation, sign all documents and do such additional acts as Assignee deems necessary or desirable to: perfect Assignee's enjoyment of the Rights; prepare and prosecute the Application or any other applications for Patents; conduct proceedings regarding the Rights, including any litigation or interference proceedings; or perfect or defend title to the Rights. Assignors request the Commissioner of Patents to issue any Patent of the United States that may be issued on the Invention(s) to Assignee. This Assignment may be executed in counterparts.

Date: 200ct03

JW Ellis
Janet W. Ellis

STATE OF Colorado

COUNTY OF Jefferson

On October 20, 2003 before me, Melody A. Ambrose personally appeared Janet W. Ellis, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person whose name is subscribed to the within instrument and acknowledged to me that he/she executed the same in his/her authorized capacity, and that by his/her signature on the instrument the person, or the entity upon behalf of which the person acted, executed the instrument.

WITNESS my hand and official seal.

(Seal)

Melody A. Ambrose
Signature

* * * * *

My Commission Expires

11/19/2006

Date: 10.10.03

Starr J. Dehn
Starr J. Dehn

STATE OF California
COUNTY OF Sacramento

On October 10, 2003 before me, Sally C. Heer, personally appeared Starr J. Dehn, personally known to me (or proved to me on the basis of satisfactory evidence) to be the person whose name is subscribed to the within instrument and acknowledged to me that he/she executed the same in his/her authorized capacity, and that by his/her signature on the instrument the person, or the entity upon behalf of which the person acted, executed the instrument.

(Seal)



Sally C. Heer
Signature
WITNESS my hand and official seal.

* * * * *